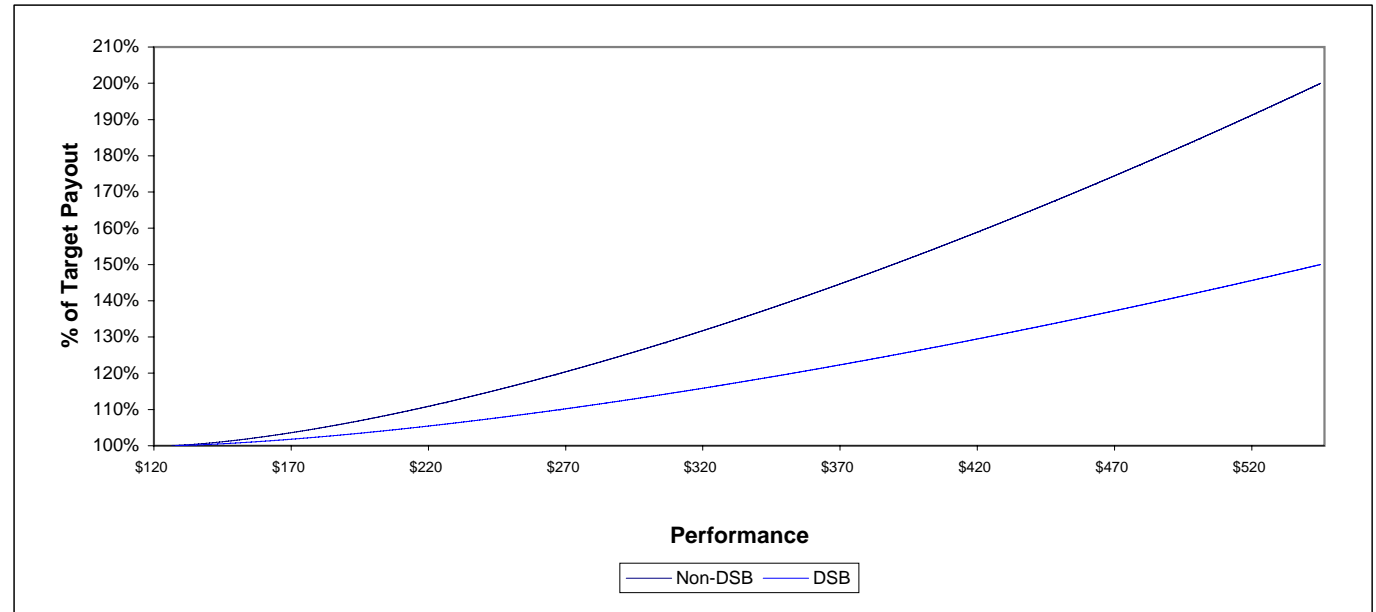


DELPHI CORPORATION

Proposed 1st 2007 6-month **Corporate EBITDAR** AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$124.1	100%	\$124.1
110%	\$211.5	105%	\$208.1
120%	\$265.5	110%	\$262.8
130%	\$310.5	115%	\$308.2
140%	\$350.6	120%	\$348.5
150%	\$387.4	125%	\$385.5
160%	\$421.8	130%	\$420.0
170%	\$454.3	135%	\$452.6
180%	\$485.3	140%	\$483.6
190%	\$515.0	145%	\$513.4
200%	\$545.1	150%	\$545.1

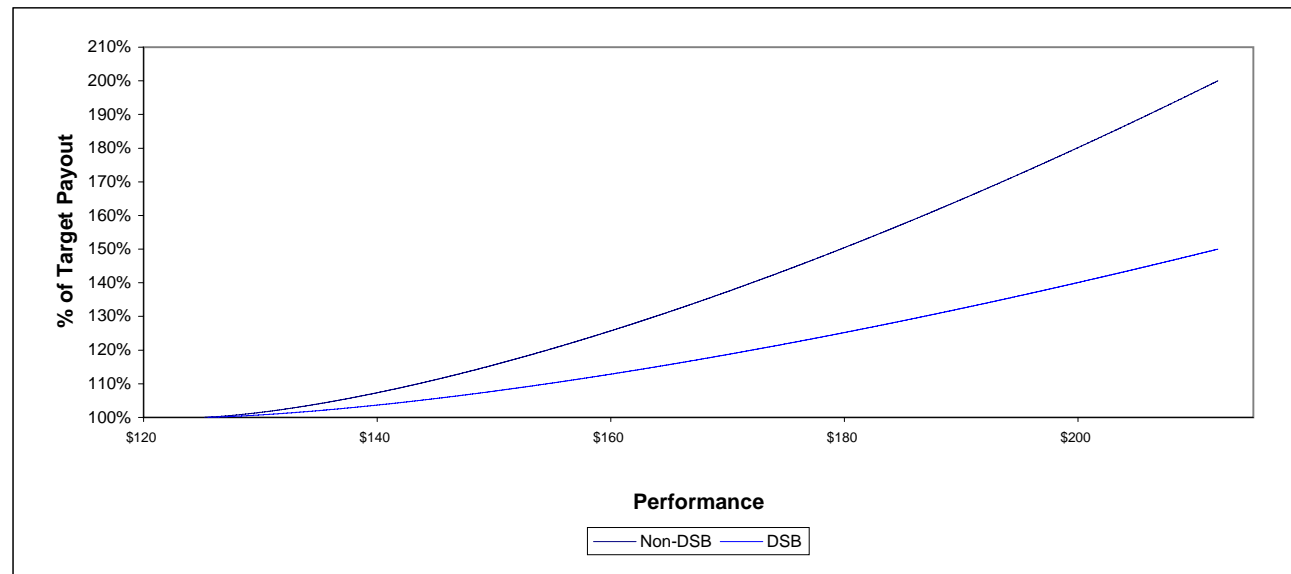


	Target	Maximum
EBITDAR	\$124.1	\$545.1
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

Proposed 1st 2007 6-month **Powertrain OIBITDAR** AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$124.70	100%	\$124.70
110%	\$142.85	105%	\$142.10
120%	\$154.00	110%	\$153.45
130%	\$163.35	115%	\$162.85
140%	\$171.65	120%	\$171.20
150%	\$179.30	125%	\$178.90
160%	\$186.40	130%	\$186.05
170%	\$193.15	135%	\$192.80
180%	\$199.55	140%	\$199.20
190%	\$205.75	145%	\$205.40
200%	\$211.95	150%	\$211.95

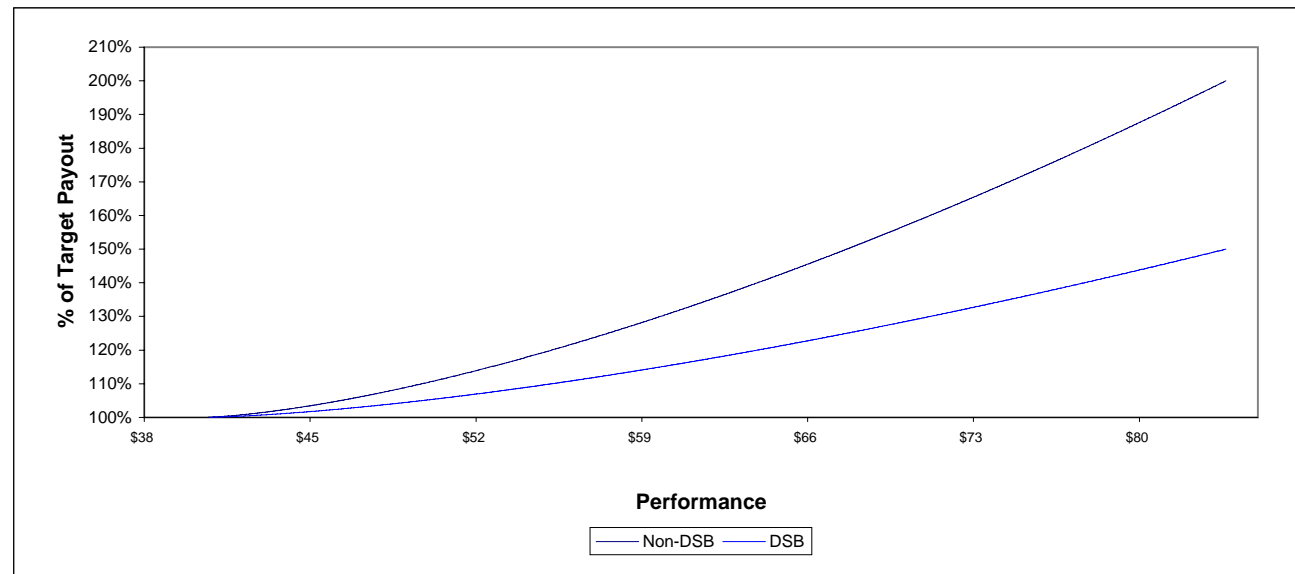


	Target	Maximum
OIBITDAR	\$124.7	\$212.0
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

Proposed 1st 2007 6-month **Steering OIBITDAR** AIP Payout Curve

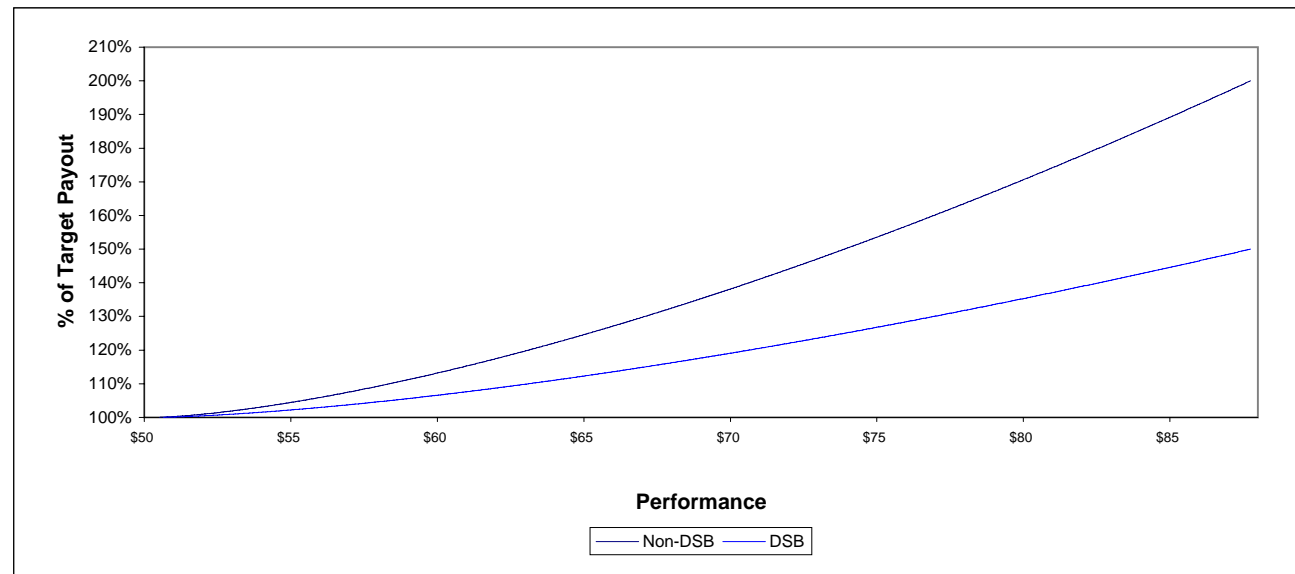
Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$40.40	100%	\$40.40
110%	\$49.40	105%	\$49.05
120%	\$54.95	110%	\$54.65
130%	\$59.55	115%	\$59.35
140%	\$63.70	120%	\$63.45
150%	\$67.45	125%	\$67.25
160%	\$71.00	130%	\$70.80
170%	\$74.35	135%	\$74.15
180%	\$77.55	140%	\$77.35
190%	\$80.60	145%	\$80.40
200%	\$83.65	150%	\$83.65



	Target	Maximum
OIBITDAR	\$40.4	\$83.6
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION  
Proposed 1st 2007 6-month **Thermal OIBITDAR** AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$50.30	100%	\$50.30
110%	\$58.10	105%	\$57.80
120%	\$62.90	110%	\$62.65
130%	\$66.90	115%	\$66.70
140%	\$70.45	120%	\$70.30
150%	\$73.75	125%	\$73.55
160%	\$76.80	130%	\$76.65
170%	\$79.70	135%	\$79.55
180%	\$82.45	140%	\$82.30
190%	\$85.10	145%	\$84.95
200%	\$87.75	150%	\$87.75

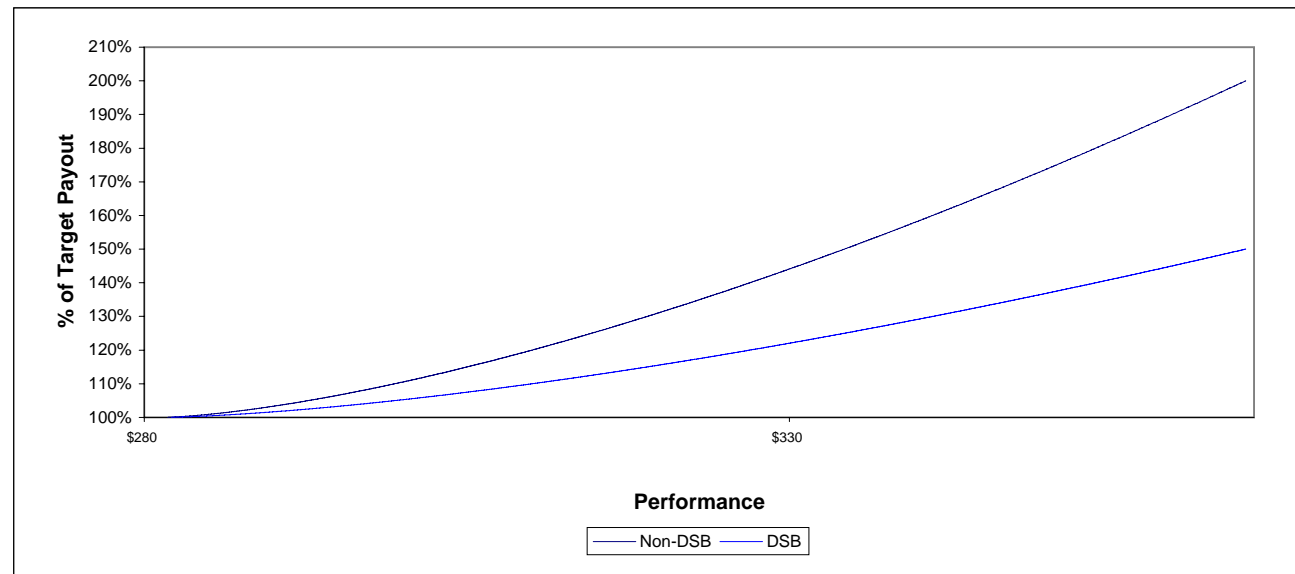


	Target	Maximum
OIBITDAR	\$50.3	\$87.7
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

Proposed 1st 2007 6-month **Electronics & Safety OIBITDAR** AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$281.30	100%	\$281.30
110%	\$298.75	105%	\$298.10
120%	\$309.55	110%	\$309.00
130%	\$318.50	115%	\$318.05
140%	\$326.55	120%	\$326.10
150%	\$333.90	125%	\$333.50
160%	\$340.75	130%	\$340.40
170%	\$347.25	135%	\$346.90
180%	\$353.40	140%	\$353.10
190%	\$359.35	145%	\$359.00
200%	\$365.35	150%	\$365.35

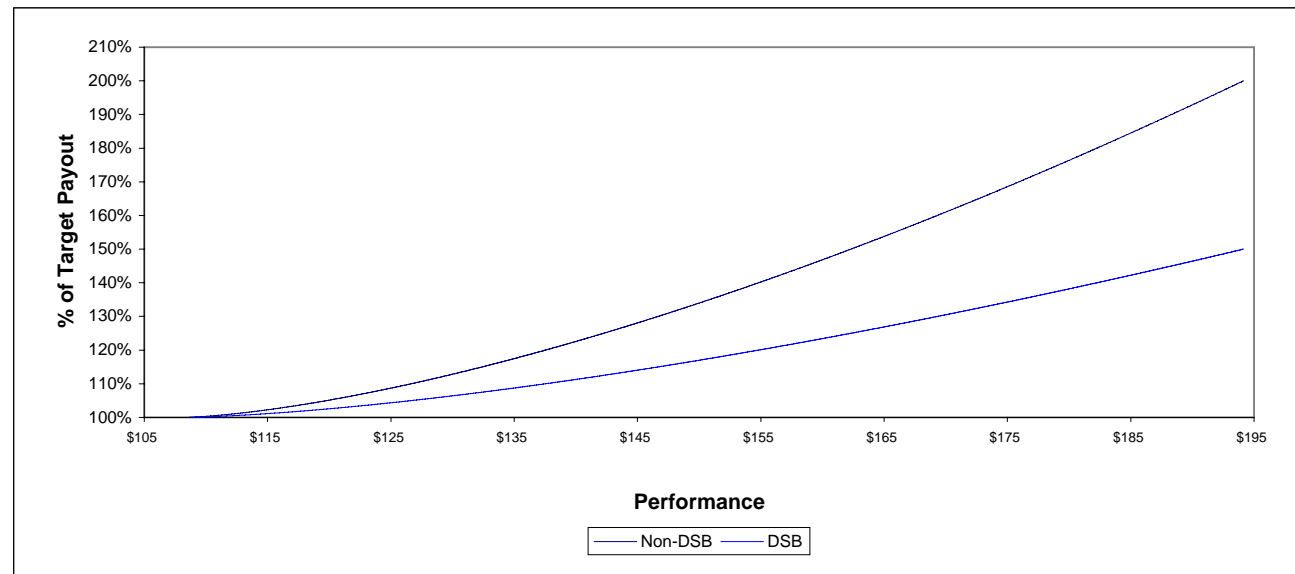


	Target	Maximum
OIBITDAR	\$281.3	\$365.4
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

Proposed 1st 2007 6-month **Electrical / Electronic Architecture OIBITDAR** AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$108.10	100%	\$108.10
110%	\$126.00	105%	\$125.30
120%	\$137.00	110%	\$136.45
130%	\$146.20	115%	\$145.75
140%	\$154.40	120%	\$153.95
150%	\$161.95	125%	\$161.55
160%	\$168.95	130%	\$168.60
170%	\$175.60	135%	\$175.25
180%	\$181.95	140%	\$181.60
190%	\$188.00	145%	\$187.65
200%	\$194.14	150%	\$194.14

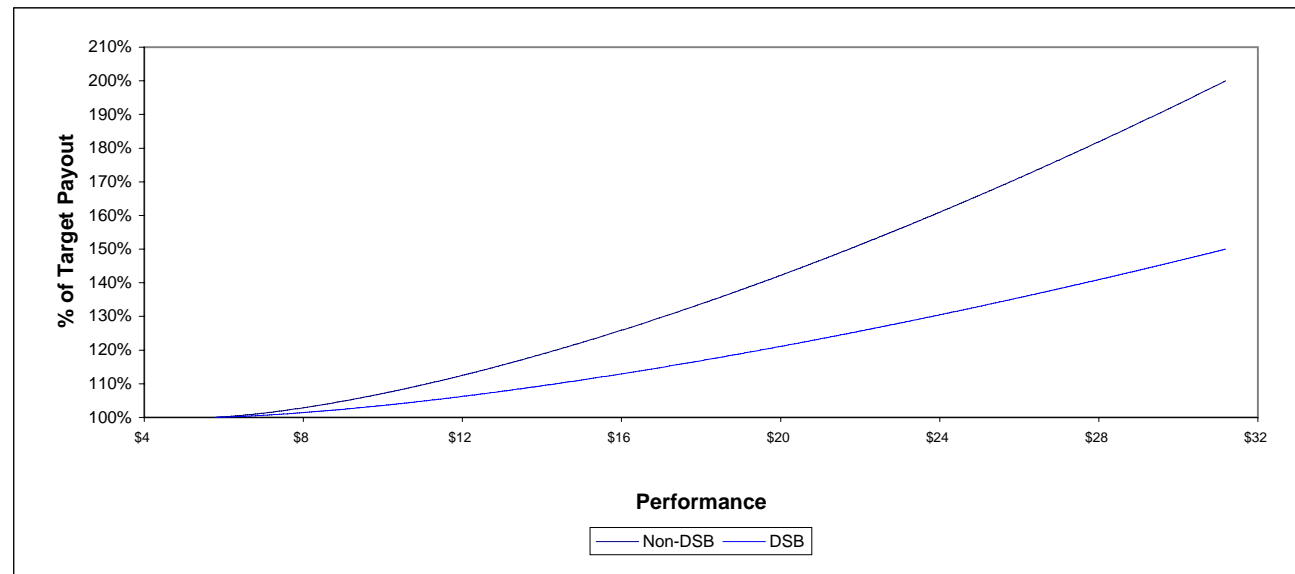


	Target	Maximum
OIBITDAR	\$108.1	\$194.1
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

Proposed 1st 2007 6-month **Product Service Solutions OIBITDAR** AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	\$5.60	100%	\$5.60
110%	\$10.95	105%	\$10.75
120%	\$14.20	110%	\$14.05
130%	\$16.95	115%	\$16.80
140%	\$19.40	120%	\$19.25
150%	\$21.65	125%	\$21.50
160%	\$23.70	130%	\$23.60
170%	\$25.70	135%	\$25.60
180%	\$27.60	140%	\$27.50
190%	\$29.40	145%	\$29.30
200%	\$31.19	150%	\$31.19

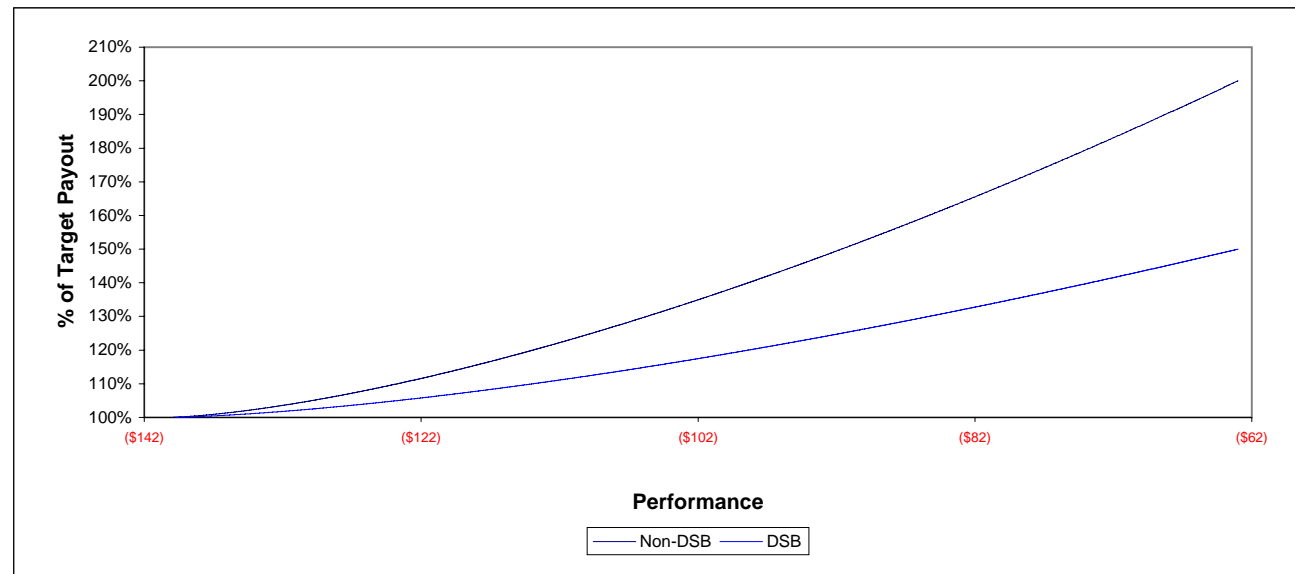


	Target	Maximum
OIBITDAR	\$5.6	\$31.2
Performance %	100%	200%
Payout %	100%	200% / 150% DSB

DELPHI CORPORATION

Proposed 1st 2007 6-month Automotive Holdings Group OIBITDAR AIP Payout Curve

Non-DSB		DSB	
Payout	Performance	Payout	Performance
100%	(\$140.40)	100%	(\$140.40)
110%	(\$124.30)	105%	(\$124.95)
120%	(\$114.40)	110%	(\$114.90)
130%	(\$106.10)	115%	(\$106.55)
140%	(\$98.75)	120%	(\$99.15)
150%	(\$91.95)	125%	(\$92.35)
160%	(\$85.65)	130%	(\$86.00)
170%	(\$79.65)	135%	(\$80.00)
180%	(\$74.00)	140%	(\$74.30)
190%	(\$68.50)	145%	(\$68.80)
200%	(\$63.00)	150%	(\$63.00)



	Target	Maximum
OIBITDAR	(\$140.4)	(\$63.0)
Performance %	100%	200%
Payout %	100%	200% / 150% DSB